

Working towards Cultural Humility



AWARENESS

Diversity requires us to notice commonalities and differences as they relate to our experiences, worldviews and learned behaviors. Our unique personalities and group memberships inform the way we create community, study, live with and work with others. At RIT, we are attentive to diverse identities on the basis of race, ethnicity, age, sexual or romantic orientation, gender, assigned sex at birth, national origin, veteran status, religion, and different abilities that include neurodiversity and deaf or hard of hearing.

ATTITUDE

RIT values **pluralism**. We strive for greatness through difference by developing employees and actively graduating students who work to understand others. By sitting with our discomfort when our values and perspectives are challenged, we learn more about ourselves. We move from simply noticing difference in others to addressing our own stereotypes and prejudices. This allows us to expand and respectfully challenge our diversity of thought.

PRACTICES

At the institutional level, **inclusion** is about supporting intercultural collaboration and ensuring a shared value of diversity during decision-making. For individuals, inclusion is about incorporating new skills and knowledge into daily habits of interaction and work production. Each effort works in unison to help students, staff and faculty want to be a part of, and use their cultural gifts to enhance the RIT experience. Inclusive practices also contribute to the recruitment and retention of employees and students.

KNOWLEDGE & SKILLS

We all need help learning how to connect and move outside of our comfort zones. Active listening, perspective taking, self-reflection, empathy, and systemic analysis are core **intercultural competencies**. Accompanied by new knowledge, these skills applied demonstrate your willingness to consider, not necessarily agree with, different life experiences and perspectives.

EMBODIMENT

Cultural humility acknowledges our institutional and personal efforts to be as inclusive as possible. We must be accountable for when we mess up or perpetuate inequities that hinder the inclusion of others, especially for our historically underrepresented and marginalized staff, faculty and student populations. For too long they have only been asked to "fit in" rather than made to feel welcomed for who they are and can be. Relying on our intercultural practices, will help anticipate and address gaps that limit RIT's ability to maximize creativity, productivity and transformation.